



**UPSC E-NEWSLETTERx**  
**United Pharmacists of Southern California (Kaiser)**

Vol. 1, Issue 3  
October, 2020

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**OFFICERS/STAFF REPS**

Need to file a grievance? Have a contract question? Has there been a violation of the contract at your pharmacy? Has a manager asked you to attend a meeting which may lead to corrective action ("Weingarten meeting")?

**Contact Your Staff Rep. or Contract Specialist**

- Lawrence Louie - (President)
- Nancy Magnante - (VP-Amcare)
- OPEN - VP Central Refill/Mail Order
- Daniel Szeto - (VP-Inpatient)
- Michael Mattes - (VP-Outpatient)
- Robin Borden - (Secretary)
- Susan Chmail - (Treasurer)
- Rebecca Myung - (Steward Coordinator North)
- Kathie Varisco - (Steward Coordinator South)
- Fred Aziz (Staff Rep)
- Sheri Gotanda (Staff Rep)
- Arvee Ninofranco - Contract Spec. Inland
- Rebecca Myung - Contract Spec. North
- Max Wang - Contract Spec. South

Contact Lawrence Louie if interested in an Open Officer position

 United Pharmacists of Southern California (UNAC/UHCP-UPSC)

**ANNOUNCEMENTS**

- **RENEW ON TIME: RPh License and BLS/ACLS/ PALS certifications** – **WARNING:** do not work even one day with an expired Pharmacist license or BLS/ACLS/PALS certification or it can lead to termination. AHA certification extensions end 10/31/20. Maintaining active licenses and certifications is a requirement of your job. ARE YOU DUE FOR RENEWAL?

- **We got a RAISE** – which went into effect October 1, 2020 for all UPSC pharmacists. You will see your new 3% wage increase on your October 23, 2020 paycheck. Retro pay will appear on the following paycheck. UPSC Pharmacist wages are now the HIGHEST in ALL Kaiser Southern and Northern California due to the bargaining power of UNAC/UHCP and the Alliance (LMP). To see the UPSC wage table, [Log onto Memberlink](#).
- **UNAC State Officer and BOD Elections** - Thanks to all the UPSC Convention delegates who viewed candidate bios and speeches and voted in the election for UNAC-UHCP State Treasurer and Board of Directors. After you have voted in the BOD run-off election you may submit your actual hours (up to 4 hours) on the reimbursement form contained in your delegate packet to our UPSC Treasurer at [UPSC.Susan.Chmail@gmail.com](mailto:UPSC.Susan.Chmail@gmail.com)

**NEED A COPY OF THE UPSC CONTRACT? – LOG IN TO YOUR MEMBERLINK AND IF YOU DID NOT RECEIVE YOUR ORANGE PRINTED COPY IN THE MAIL IN SEPTEMBER, CONTACT YOUR LOCAL OFFICER OR CONTRACT SPECIALIST.**

- **Login Security** - NEVER share your computer Log-ins or passwords for use by others even when training. This violates the Principles of Responsibility, and any work done under your Log-in is your liability.
- **Get involved!** Become a Union Steward and be a resource for your pharmacist colleagues in your local pharmacy. [Click HERE](#) for more information and an application. If you have any questions, please reach out to your staff rep.
- **UPSC Website**. We plan to unveil our brand new website and NEW LOGO in November. Our website will be located at [upsc-unacuhcp.com](http://upsc-unacuhcp.com).
- **Telephone Rounding** – Have you received a phone call or voicemail from a UPSC Staff Rep or Officer? No, you aren't in trouble! This is just our way during COVID19 of checking in with you – Any concerns? Please talk to us!
- **New UPSC Officer elections** – look for your ballot in October for Officer elections in November.
- **2021 Vacation Bidding** is just around the corner. Because of remote work and social distancing, it may happen electronically in some locations, so make sure your manager has your preferred email address, and check your emails daily to make sure you do not miss

*If you are called into a meeting that might result in disciplinary action, ALWAYS contact your staff rep, officer or steward to be present and represent you. IT'S YOUR UNION RIGHT.*



your turn to bid. Read your [Take Charge Flyer](#) which outlines the vacation bidding process including how seniority is determined. Know your seniority to make sure you get your proper place on the bid list.

- **Benefits Open Enrollment** – From October 12 – October 30, 2020. Don't miss the deadline!
- **National Pharmacy Week** is October 18-24, 2020. Watch your mail for a special GIFT from UPSC with our brand new logo.
- **Retirement Benefits – Log on to Memberlink** under [Quick Links](#) to view Bill Rouse's **Planning Your Retirement: Understanding your Kaiser Post-Retirement Benefits** Webinar presented in June, 2020.

**LOCAL & REGIONAL CONTRACT ENFORCEMENT**

- **Take Charge:** [Click here to view the bi-monthly Take Charge flyer](#). This month's topic is **Vacation Bidding**
- **Job Descriptions:** UPSC's grievance over the recent changes in pharmacist job descriptions and qualifications was denied. UPSC was subsequently invited to discuss with management the effects of those changes but it's ultimately management's right to set job requirements.
- **Scheduling:** The agreement to allow managers to post 2-week schedules during COVID19 has expired. **Starting November 1, 4-week schedules must be posted 2 weeks in advance.** This means that a 4-week schedule starting November 1 must be posted by October 18.
- **New Member Program:** UPSC is at the table for discussions around Kaiser initiated pilots in OC and SBC to explore the feasibility of transitioning New Member Program (NMP) work from Amcare to Outpatient. These pilots will look at parameters broadening scope of practice in the OP setting. If successful, current Amcare NMP pharmacists will be retrained to start new services utilizing their valuable clinical skills managing drug utilization in high-dollar biologicals. Kaiser has stated in writing their intent is not for Amcare pharmacists to lose their jobs or alter their FTE status.
- **Mileage:** Riverside stewards filed a grievance for being denied mileage reimbursement to attend Weingarten meetings.

**POLITICAL/LEGISLATION UPDATES**

**CALL TO ACTION:** Help UNAC/UHCP enhance voter awareness and participation for the 2020 Presidential

election. UNAC-UHCP is looking for volunteers to place door hangers in members' own neighborhoods to encourage voting. The outcome of this election has far-reaching implications for Affordable Healthcare and the security of unions, among other important issues. If interested, please contact [Lisa Alverson@unacuuhcp.org](mailto:Lisa.Alverson@unacuuhcp.org).

- **AB1710 (Wood) PASSED:** This UPSC and CPhA-supported Bill expedites access by pharmacists to COVID-19 vaccines for administration. Once the FDA approves the COVID-19 vaccine, it can go straight to pharmacies to be administered.

Your "PEOPLE" contributions are **CRITICAL** to help us continue to protect our jobs, our licenses and our patients' safety. Your regular union dues can't be used for political action. Only 8% of our entire 1550+ pharmacists contribute.

[PLEASE CLICK HERE to contribute to PEOPLE.](#)

**Be a CHAMPION @ \$12/paycheck or GO BIG @ \$20/paycheck, and receive a CHAMPION t-shirt + AFSCME jacket. Even a \$4/paycheck contribution gets you an AFSCME jacket.**

Please return your completed PEOPLE card to [PEOPLE@unacuuhcp.org](mailto:PEOPLE@unacuuhcp.org). We CANNOT continue our level of presence and influence in Sacramento without your support.

**COMMUNITY SERVICE OPPORTUNITIES**

With the current limited face-to-face opportunities for community service, UPSC officers voted to make a one-time \$1500 donation on behalf of UPSC to each of 6 local Labor Council Food Banks during the COVID-19 pandemic: **OC Food Bank Garden Grove, Families and Kids First Foundation Riverside, Partnership For a Better San Diego, Labor Community Services COVID Relief Fund in LA, Food Share Ventura County** and **Centro de Unidad Popular Benito Juarez in Kern County**. In this way UPSC can assist all our members' local communities, establish relationships that we can leverage in the future, and pay it forward to those who have lost their jobs due to Covid-19 while we are fortunate enough to still be employed.

To volunteer to help UPSC in its community service efforts, contact: [upsc.kathie.varisco@gmail.com](mailto:upsc.kathie.varisco@gmail.com) or any Officer or Steward.

**WE ARE UNAC/UHCP**

[Download the PDF Here](#)



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